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CONSTITUTION

OF

The Twelfth District

of the

UNITED MINE WORKERS

of America.

**Adopted at Springfield, Illinois,
March 11, 1901.**

**JOLIET, ILLINOIS
JOLIET REPUBLICAN PRINTING CO.
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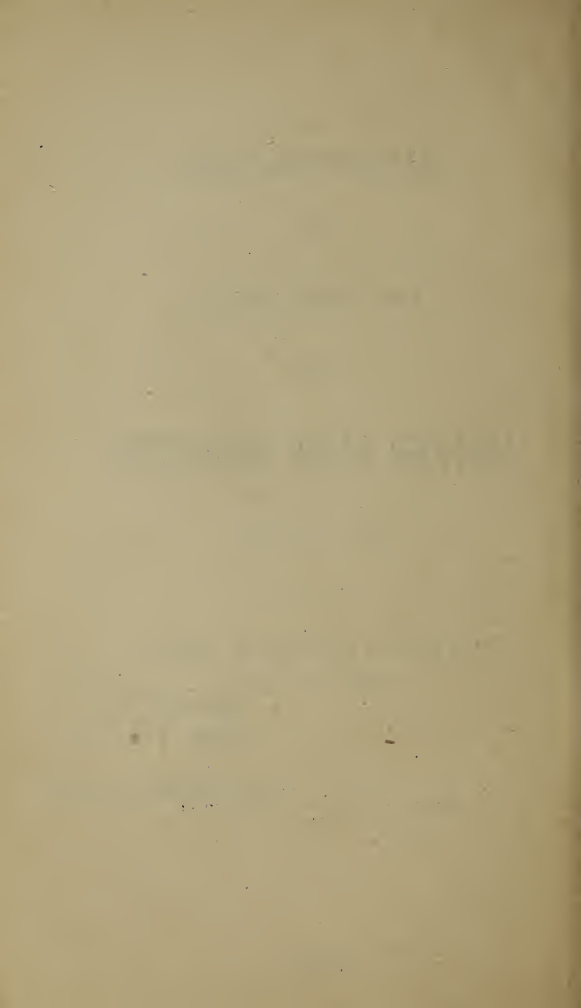
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UNIVERSITY OF ILLINOIS





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Constitution.

ARTICLE I.

Name, Object and Jurisdiction.

Section 1. This organization shall be known as the Twelfth District of the United Mine Workers of America.

Section 2. The objects of this union are to unite all mine employes who produce or handle coal or coke, in or around the mines, and ameliorate their conditions by methods of conciliation, arbitration or strike.

Section 3. This district shall have jurisdiction over all subdistricts and local unions in Illinois, which shall be governed in all trade matters by this constitution.

ARTICLE II.

Officers.

Section 1. The officers of this district shall be one President, one Vice President, one Secretary-Treasurer and seven Executive Members, one from each inspection district, who shall constitute the Executive Board; also a Board of Auditors shall be elected. consisting of three members.

Section 2. The salaries of all the officers shall be fixed at each annual convention, before announcing the result of the ballot.

Section 3. The President's salary shall be for this year \$90 per month and all legitimate expenses. The Secretary-Treasurer's salary shall be \$90 per month and all legitimate expenses; the Vice President, members of the Executive Board and Auditing Committee shall receive \$3 per day and all legitimate expenses, when employed by the President to work for the interests of the mine workers of Illinois.

Section 4. Any member in good standing in the organization shall be eligible to hold office, providing he has been a member for

one year, and does not hold any political office, either elective or appointive, where the compensation for said political office is equal to \$25 per month.

ARTICLE III.

Duties of Officers.

Section 1. The President shall preside at all conventions of the District; he shall sign all official documents when satisfied of their correctness and with the consent of the Executive Board, he shall fill by appointment all vacancies occurring in the offices; and in like manner he is empowered to suspend or remove any district officer for insubordination, for just and sufficient cause and with the consent of the Executive Board appoint, from time to time, such organizers and workers as in his opinion may be required to serve the best interests of the organization. He shall devote his time and attention to the interests of the District, and shall exercise general supervision of its workings, either in the field or in the District office as his judgment dictates. He shall send out in circular form to all locals, six weeks previous to district convention, such recommendations as he may deem wise to be acted on at district convention, so delegates to same convention may have the advice of their respective locals on such recommendations. He may attend in person or send a State officer to visit local unions and sub-district conventions and any other places connected with the United Mine Workers of America, when convinced that such services are required.

Section 2. Duties of the Vice President. The Vice President shall act as general organizer and shall be under the directions of the President, and in the absence of the President shall assume all the duties and responsibilities of that office and shall succeed to that office in case of the death or removal of the President.

Section 3. Duties of the Secretary-Treas-

urer. The Secretary-Treasurer shall have charge of and preserve all books, documents and effects of the district office. He shall record the proceedings of all conventions and of the meetings of the Executive Board, and shall keep copies of all important letters sent out by him. He shall receive and receipt for all moneys, pay all bills and current expenses, when attested by the President. He shall prepare and submit to all locals a quarterly statement, showing salary and expenses of each officer and employe in separate items, and a report of all moneys received and disbursed, and perform such other duties as may be assigned to him. He shall give a bond in the sum of ten thousand dollars (\$10,000) secured by a reliable surety company, for the safe keeping of all moneys entrusted to him, which must be approved by the District Executive Board and deposited with the President. But he shall not have more than five thousand dollars (\$5,000) subject to his order at any one time. All other funds must be deposited by him subject to the order of the Executive Board. He shall, quarterly, send to all locals in good standing the password. It shall be the duty of all parties receiving said password in writing to destroy it at once and no one shall transmit it without the proper authority. He shall employ such assistance as may be necessary to conduct the affairs of his office, subject to the approval of the President.

Section 4. The Secretary-Treasurer shall have power to visit all locals and examine or cause to be examined, the books of all locals to ascertain if they have been paying the full per capita tax, levies and assessments on all members in said local; also conditions in which said locals are working, and report the same to the Executive Board, which shall deal with said local according to the National and State Constitutions.

Section 5. Duties of District Executive Board. The Executive Board shall constitute the District Board of Conciliation and Arbitration, shall execute the orders of the dis-

strict convention, and between conventions shall have power to direct the workings of the union. The Board shall be convened by the President and Secretary-Treasurer, or by the request of four members of the Board, and they shall have power to draw upon and use the defense fund of the District when, in their opinion, the best interests of the District demand its use; but moneys that are not used for strike purposes shall be retained as a defense fund for the above; also to levy and collect assessments when necessary. It shall hold in trust for the United Mine Workers of America all money deposited, subject to order of the Executive Board, by the Secretary-Treasurer, but under no circumstances shall said money be drawn except upon the written order of seven members of the Board.

Section 6. Duties of Auditing Committee. The Auditing Committee shall meet semi-annually; they shall carefully inspect and audit the books and accounts pertaining to the Secretary-Treasurer's office, and shall make a correct report of their findings to the locals of the District. They shall meet one week prior to the annual convention and make their report prior to the ratification of the election of officers.

Section 7. The term of all elective officers shall be from April 1st to March 31st of each year.

ARTICLE IV.

Revenue.

Section 1. The revenues of this District shall be derived from the local unions, viz.: Ten cents per month per capita, fractional members pro rata. The funds shall be used to pay district organizers and the cost of securing better legislation for the benefit of the miners. The strike or defense fund shall be created by the District Board assessing such per cent on gross earnings, less mine expenses, on all members, as in their opinion may be necessary for the welfare of the district.

Section 2. No local or locals shall be exempt from paying per capita tax, or assessments, unless they have been on strike or locked out for one month. In all cases where local unions desire exoneration from dues, such request shall be signed by the President, Secretary and Mine Committee, but no local union shall be exempt from paying dues or assessments until indorsed by the Sub-district Secretary, where subdistricts exist, and approved by the President and Secretary of the District, and a report shall be made each week, giving the number and names of idle men, in place of the regular monthly financial reports, as long as the members remain idle.

Section 3. The Local Secretary shall fill out and forward to the District Secretary-Treasurer on or before the 25th of each month, a report of all members in good standing in the local union on the 1st day of that month, together with all taxes and assessments due to the district office from the same.

Section 4. Should satisfactory evidence be produced that any Local Secretary has failed to report monthly the full membership of his union to the National and District Secretaries, together with the payment of dues and assessments on the same number of members that have paid to the local union, said local union shall be suspended from all privileges or benefits until such deficiency is made good.

Section 5. In filling out the monthly reports, the Local Secretary shall report to the district office on blanks furnished for that purpose, the amount of money paid and the number of members reported to the National Secretary and to the National office. The amount of money and number of members reported to the District Secretary-Treasurer, and shall sign a certificate showing that the report is for the full number of members in good standing in the local.

ARTICLE V.

Call for Annual Convention.

Section 1. The District Secretary-Treasurer shall issue a call for the annual convention six weeks prior to the date set for the annual convention, and shall furnish printed credentials with duplicates to each local, and all locals shall place the names of all delegates from said local on the same credential, properly signed and sealed, and the duplicate shall be sent to the district office six days prior to the date of the convention.

Section 2. The district convention shall be held annually, commencing the third Tuesday in February, at such place as may be determined upon by the preceding convention; provided, however, that, if in the opinion of the President and Executive Board any question of sufficient magnitude shall arise before or in the convention of the national body which would demand the calling of the State convention, he is hereby authorized to postpone the State convention and call it after the national convention. Special conventions may be called by the District President acting under the advice and with the consent of the Executive Board.

Section 3. Representatives to district convention shall be elected directly from local unions and shall have one vote for one hundred members or less, and an additional vote for each one hundred members or a majority fraction thereof, but no representative shall have more than five votes, and no person shall be eligible as representative who is not a miner or mine laborer, or employed by the organization, and is a bona fide member of a local union in the district where said delegate resides.

ARTICLE VI.

Strikes.

Section 1. When trouble of a local character arises between the members of any local union and its employers, the mine com-

mittee and officers shall endeavor to effect an amicable adjustment, and failing they shall immediately notify the officers of the subdistrict, and said subdistrict officers shall immediately investigate the cause of complaint, and, failing to effect a peaceable settlement upon a basis that would be equitable and just to the aggrieved members, finding that a strike would best subserve the interests of the locality affected, they may, with the consent and approval of the district officers, order such a strike.

Any local union striking in violation of the above provisions will not be recognized or sustained by the State officers. Before final action is taken by any district upon questions that directly or indirectly affect the interests of the mine workers of another district, or may require a strike to determine, the President and Secretary of aggrieved district shall jointly prepare, sign and forward to the National President a statement setting forth the grievance complained of, the action contemplated by the district, together with the reasons therefor, and shall await the decision and direction of the National President and be governed thereby; and in all cases the mine committee and employes and all parties involved must continue work pending an investigation and adjustment until a final decision is reached in the manner above set forth.

Section 2. Should the action contemplated by the aggrieved district receive the approval of the National President, the district shall act; but should the National President disapprove of the action contemplated, the district may appeal to the National Executive Board, which shall be convened to consider such appeal within five days after its receipt by the National Secretary. Until the National President or National Executive Board has sustained an appeal, this district is not free to enter upon a strike, unless it shall have been ordered by the national convention.

Section 3. Any local union, committee, or

member acting in violation of sections 1 and 2 of this article, shall be liable to expulsion or fine, subject to the discretion of the District Executive Board.

ARTICLE VII.

Membership.

Section 1. The membership of this union shall consist of all miners and mine laborers and other workmen, skilled and unskilled, working in or around the mines (except one mine manager, one night foreman, one top foreman, company weighman and one boss driver, where they have the power to hire and discharge), and shall pay the following initiation fee:

Section 2. For a top laborer, the sum of ten dollars (\$10) initiation fee, and after two years' service as a top laborer, he may be permitted to go below as a bottom laborer by paying an additional sum of ten dollars (\$10).

Section 3. For experienced bottom labor, shall pay the sum of ten dollars (\$10) initiation fee, and after two years' service as a bottom laborer may be admitted to the face to mine coal according to the State mining laws, namely, two years with a practical miner.

Section 4. A practical miner shall pay the sum of ten dollars (\$10) initiation fee; miners' and widows' sons, at the age of fourteen to fifteen, shall be admitted free of charge; from fifteen to seventeen they shall pay the sum of \$2.50 and receive half-turn of the mine; miners' sons from seventeen to twenty-one years of age shall pay ten dollars (\$10) initiation fee and shall receive full-turn of the mine after serving a term of six months in the mine.

Section 5. Inexperienced miners shall pay the sum of one hundred dollars (\$100.00) initiation fee and comply with the State mining law, namely two years' service with a practical miner.

Section 6. Boys other than miners' or

widows' sons, under seventeen years of age shall pay the sum of five dollars (\$5) initiation fee.

Section 7. Not less than half the initiation fee specified shall accompany any and all applications for membership. The balance to be collected in \$5 installments; said installments to be made semi-monthly.

Section 8. A transfer or clearance card showing a member of the Mine Managers' Association to be in good standing, shall admit said member to membership when said member ceases to be a mine manager. Transfer cards from the Coal Hoisting Engineers' Association shall admit a member of the said association to membership in the U. M. W. of A. if presented before May 1st, 1901. Cards from organizations not specified in this constitution shall not be accepted.

Section 9. Any practical miner taking an inexperienced man to mine coal shall guarantee to keep said man two years, and failing to do so shall pay back to the inexperienced man the amount of said initiation fee paid.

Section 10. Any member or members of the organization misrepresenting the age, relation, occupation or experience of any person making application for membership in any local, shall be considered guilty of a misdemeanor and shall be fined in the sum of ten dollars (\$10) for such an offense. Any member so fined and refusing to pay the same shall be expelled. The membership so received shall be declared null and void and the fee returned.

(Note.) Where the word "miner" appears in this article, it shall mean any class of mining that can prove by test they can mine coal.

ARTICLE VIII.

Cards.

Section 1. No person, a member of the organization, who holds a due or transfer card showing him to be a member in good stand-

ing, shall be debarred or hindered from obtaining work on account of race, color, creed or nationality. Any local union violating this section shall be fined twenty-five dollars (\$25), and said fine so collected shall be paid to the widows' and orphans' fund.

Section 2. Any member leaving one mine and securing employment in another, shall deposit a transfer card, bearing his name and occupation, with the Secretary of the local union governing the mine in which he received employment, or the local that is the most convenient for him to attend; all dues collected to be refunded to the local where he is a member, and assessments and mine expenses to be retained at the mine where he works. Should business of importance arise at any mine in which there are members of more than one local, the mine committee of said mine shall call a meeting at some convenient place so that all members may have a voice in the transaction of said business.

(Note.) The local union that is most convenient for him to attend shall mean the one nearest the place where he resides.

Section 3. No local union shall admit a member of another local union without a transfer card showing him to be in good standing with the local from which he received the transfer card.

Section 4. A transfer card issued to any person who has not been a member of the organization three or more months shall not be accepted by any local union in a *different district* from the one in which the local issuing the same is located in.

Section 5. No transfer card shall be issued to any member when the local is three or more months in arrears to the national district or subdistrict, for dues or assessments.

Section 6. The transfer card must show that the member receiving it has paid all dues and assessments to date of issuing same, and also show at what labor he was employed, or his occupation.

Section 7. When a transfer card is issued

to any member it must be deposited by him with some local union within three months after the date upon which it was issued to him, or else the card will become void, and he can only become a member again by initiation as a new member.

Section 8. When a member presents a transfer card to a local union governing said mine, where he has work, or desires to work, the local union must accept the same and admit him to membership in that local, unless the local issuing the same is not in good standing as shown by the quarterly report of the Secretary-Treasurer, or the person to whom the card is issued has not been three months a member of the organization, and shall collect from him all dues and assessments from the time between the date of issuing and date of depositing the same.

(Note.) Three months a member shall only apply to cards coming from another district.

Section 9. The Secretary-Treasurer shall prepare and send out a quarterly statement of all locals three months or more in arrears for dues or assessments, and no local union shall refuse to accept a transfer card from any local union unless it appears on said list as being in bad standing or falsified as to the occupation of the holder. All dues, assessments and fines shall be collected by the check-off system or its equivalent.

ARTICLE IX.

Applications and Reinstatements.

Section 1. Any member of the United Mine Workers of America leaving the mine for other avocations in life, must pay to the local all dues created by the local, sub-district, district and national organization, in order to retain his membership in said organization. Any member becoming in arrears six weeks is considered suspended, and shall pay a sum equal to twice the amount of his arrearage in order to be reinstated. A member three

months in arrears must make application as a new member.

ARTICLE X.

Passwords.

Section 1. Any member charged with having abused the use of our password or in any way divulged the actions of his or any other local contrary to this constitution, if proven guilty, shall for the first offense be fined two dollars (\$2.00); for the second offense five dollars (\$5.00), and for the third offense be expelled.

ARTICLE XI.

Election of Officers.

Section 1. Election of members of the State Executive Board. Members of the State Executive Board shall be elected by the popular vote of each inspection district in which they reside. The President, Vice President, Secretary-Treasurer, seven members of the State Executive Board and three auditors shall be elected as follows:

Ninety days prior to the annual election Secretary shall send out nomination blanks to all locals in the district, the respective locals shall fill out in their respective places the names of candidates of their choice for above-named positions.

Sixty days prior to the date set for the convention the Secretary shall notify all candidates of their nomination and get their written consent of their candidacy for the respective places as indicated by said nomination. No nominee will be considered a candidate without such written consent. Thirty days prior to the convention the Secretary shall send the names of all certified nominees to all locals, who shall vote for said candidates on ballots prepared for the purpose, and send said returns to State Secretary; said returns to be in Secretary's hands six days prior to date set for convention. It shall be the duty of the Board of

Auditors to canvass said votes and report the returns to State convention on returning sheets prepared for the purpose. The candidates receiving the highest number of votes shall be declared elected to the respective places above mentioned. In case of a tie vote the same shall be settled by the convention then assembled. Delegates casting by ballot the number of votes on which their local pay per capita tax, said vote to be determined by the number of members in the respective locals December 15th prior to convention.

Section 2. All locals shall notify all their members of an election one week prior to holding said election for State officers. The local Secretary shall record the vote on the returning sheet as they are cast opposite the names of candidates for which said vote or votes are cast, and no member shall be allowed to cast more than one vote for *any one officer*. The returning sheets, after the election, before being destroyed by the State Secretary, shall be kept six months.

ARTICLE XII.

Miscellaneous.

Section 1. No miner shall be permitted to work at the face on idle days to make coal ready, and shall only be permitted to do work with the permission of the mine committee, same to be in urgent cases. Day hands may do day work on idle days, but all day work to be equally divided among the day hands. A day laborer soliciting work on idle days shall only receive the scale of wages adopted for said class of work. The company soliciting a day man for any class of work other than the regular work for which he was employed, shall pay him the scale of wages governing his regular employment.

Section 2. Local unions, individual members and all other persons are hereby prohibited from using the name of our organization for the purpose of furthering the inter-

ests of any political party or an aspirant for political office, or for any other purpose.

Section 3. The terms "strike" or "lockout" shall only be applied to members ordered to suspend work by our District or National Executive Board, and such members shall only be entitled to receive aid after being locked out or on strike for twenty days, before receiving any financial aid. In case of lockouts over which the miners have no control, the Executive Board shall have power to render aid, if, in their judgment, the case demands such aid.

Section 4. Local unions when electing officers or changing officers of their local, shall notify the national, district and subdistrict officers within five days after such changes are made.

Section 5. No member shall exact or *accept* any compensation in any form from anyone that he takes into the mine to work with him.

Section 6. No local union shall in any way deprive a member on account of his absence from being eligible as a delegate to any convention when he is on duty serving the local.

Section 7. Members holding stock in co-operative or stock companies shall be silent members on questions concerning the agreement on scale of wages.

Section 8. All local unions must support the subdistrict organization to which they have been assigned.

Section 9. Any member or members of the organization creating a condition which prevents the carrying out of the joint agreement in any locality or mine, shall be fined ten dollars (\$10) each for such an offense, and, refusing to pay the same, shall be expelled; said fines to be paid over to the State Treasurer.

Section 10. No member or members of a local union shall be permitted to divide the funds of a local union among themselves except by and with the consent of the district officers. Neither shall they be permitted to

appropriate the money from the funds for an illegitimate purpose. Anyone violating this section shall pay a fine equal to twice the amount of the fund used, said fine to be paid to the widows' and orphans' fund.

Section 11. The checkweighman shall monthly on blanks furnished for that purpose by the district secretary, make a correct record of the coal hoisted, number of miners employed, number of day men employed at the different classes of work, days worked, amount of powder used and such other information as is in their power to give. The district secretary shall compile said reports in the district office.

Section 12. No member shall be fined or expelled without first being given an opportunity of a fair and impartial trial and shall have the right of an appeal.

Section 13. The constitution, under which a member joins, shall govern him in regard to his advancement to the different classes of work.

Section 14. Any member abusing a committeeman, checkweighman, or any officer of the organization, when discharging their duties, according to the agreement and constitution, shall be fined \$5 for such an offense.

Section 15. All fines shall be considered as dues and shall be collected in the form that they accrue and be paid into the local union where the members so fined belong, unless otherwise provided for.

Section 16. No member of the United Mine Workers of Illinois shall be allowed to collect financial assistance on a transfer card unless right to collect such assistance is indorsed by the State President.

ARTICLE XIII.

Rulings.

Section 1. No subdistrict or local union shall adopt any by-laws for their government, that in any way conflicts with the district or national constitutions.

Section 2. Where any part of this consti-

tution shall in any way conflict with either the national or state agreements, the agreements shall have precedence in all cases.

Section 3. The Executive Board shall have power from time to time to draft such rules and regulations or by-laws for the government of the district and the carrying out of the agreement that are not herein provided for.

BURIAL SERVICE.

The following burial service was adopted to be used at funerals of deceased brothers of U. M. W. of A.:

We are assembled here today to pay a last sad tribute of love to our departed friend and brother He was born on the day of He leaves, ... his wife, ... his sons, ... his daughters. He was born in, he came to this country in the year, and took up his abode with his family in the city of He was a miner by occupation, and he was in the employ of the Company up to the time of his death; and he was also a member of Local Union No., United Mine Workers of America.

Brother workingmen! This solemn occasion brings us here today! The cradle, the grave, speak forcibly to us of our mortality. We can say with the Psalmist: What is man that thou art mindful of him, and the Son of Man that thou visiteth him, for man that is born of woman is full of trouble and sorrows. He cometh forth like a flower and is cut down. Our years of labor are brought to an end. Our dust shall return to the dust as it was, and our spirit to the God who gave it.

Again, brother workmen, we are reminded that we too are but mortal and will soon break the tenement of clay and soar to the flowery fields of the sweet hereafter; and it behooves each one of us here today to follow a line of conduct that will bring about a closer friendship, one that is true to God and man.

All our beautiful surroundings tell us of God's greatness and goodness, of the universe of which we are children of his creation.

But why should we be sad and mournful, when God can give us consolation while living here on earth, for His promise is that we shall meet again in the realms above, for the word of God teaches us that we shall live again after death.

Yet again we are sad and mournful, for those lips which once gave utterance to words of love and fraternal kindness are forever closed, never again to be opened in this world.

And now, our dear brother-workman, we pay the last sad rite and tribute of respect, the last one we can pay you in this world, by placing these evergreens as a token of respect, that thy memory shall be with us always, though thou hast paid the debt and hast gone to the realms above.

And now to the family and friends of this, our deceased brother, we tender our heartfelt sympathy in this, their sad hour of affliction and bereavement, and bid them look to God for His tender mercies, for He alone can give them consolation.

And now, fellow workmen, we bid thee a tender and loving farewell.

Let us pray: And now may grace, mercy and peace from God the Father, Son and Holy Spirit rest and abide with you, now and forevermore.

Amen.

